

**Pathway to Board – Developing Future Board Members across the fund area**

Diverse boards make better decisions. They manage risk more effectively, reflect the communities they serve, and foster stronger governance, innovation, and culture. We regularly meet individuals with the potential to become excellent Board members but who may lack confidence, experience, or access to opportunities. We encourage such applicants to take up the free opportunities there are for support on this journey and we may signpost you to this information during the recruitment process.

**1. Pathway to Board Training**

The Pathway to Board programme and other training can be found here [Boards Wales – Information about Boards and governance in Wales](https://boards.wales/). This provides structured development in governance, leadership, and finance, alongside expert mentorship.

**2**. **Equal Power Equal Voice**

EPEV supports people from underrepresented backgrounds into public leadership roles. If someone identifies as Black, Asian, or from a minority ethnic group, LGBTQ+, disabled, or a woman, have a look to see if their annual programme has intake coming up: [About EPEV - EPEV - Equal Power Equal Voice](https://epev.cymru/about/)

**3. Young Trustees Movement**

Offer free workshops for under-30s. The Young Trustees Movement brings together current and aspiring young trustees, employers, and allies to increase the representation of trustees aged 30 and under on charity boards, enhancing the quality of their experience. [Young Trustees Movement](https://youngtrusteesmovement.org/)

**4. Aspiring Board Members Programme**

[Aspiring Board Members Programme - Academi Wales](https://academiwales.gov.wales/courses-and-events/programmes/aspiring-board-members-programme/) The Aspiring Board Members Programme is a 12-month leadership development programme designed to support and prepare people from Black, Asian and minority ethnic backgrounds for Independent Board Member (also called Non-Executive Director) Roles within health bodies in Wales. The programme seeks to enable a wider diversity of individuals to play their part in the future of NHS Wales. The programme includes learning events, board placements, and independent leadership coaching.

**5. Board Room Apprentice Programme**

[Boardroom Apprentice | Get On Board](https://boardroomapprentice.com/uk/)

**What we are committing to:**

1. Share this guidance on our website along with stories of current Board members sharing their experiences.
2. When we have a recruitment round open we will share this information widely via website, social media and when we meet potential candidates at open days
3. If we meet potential candidates that need development support, we will signpost to support programmes.
4. If applicants to join our Board lack experience to be appointable we will signpost to support programmes.
5. If you have shown interest in joining Board and have undertaken / are undertaking one of the support programmes mentioned above (or others not listed) to show commitment to developing skills, we will consider offering you an internal, informal shadowing opportunity. If selected, this would include:
* Buddying with a current Board member (2 meetings to discuss the role, responsibilities, and governance).
* Attending up to two Board meetings as an observer (with clear confidentiality agreements).
* Follow-up discussion with the Board buddy and Executive Director.

***Please note:*** *While we are committed to encouraging and supporting individuals who are developing their skills and interest in Board roles, completing any of the programmes or steps listed above does* ***not*** *guarantee a place on the PyC Board. Board appointments are limited and are made based on the current needs of the fund — including required skills, experience, and strategic priorities at the time of recruitment. However, engaging with development opportunities will demonstrate your commitment and may strengthen future applications.*